

New Employee Association Board Voted

PERSONALS FROM PERSONNEL

S. C. Miller



A number of employees have been inquiring about the new arrangements of the parking lot and wondering why parking has been limited in the back area, or why they have to sign in to go back to the Club House.

If any of you are interested in knowing the whys and wherefores of the limitations, visit my office and see some of the displays of tools on my table. These tools will explain graphically what we couldn't put into words. They will explain why an additional fence has been necessary, why the Guard House had to be moved, and why certain restrictions had to be made in parking facilities.

All things don't turn out for the worse, however. Employees in the main parking lot may be a little inconvenienced at present, but within a few days we will begin remodeling the lot in such a way that it will be a far better place to park than it has been up to the present.

A new gate is being constructed to make it easier to turn in and out of the driveway. Windshield stickers are ordered which will make it unnecessary to show other identification for admittance into the lot. The lot itself will be leveled and covered with decomposed granite. Bumper boards will be installed which will help to keep cars in the proper spaces, causing fewer scratched fenders and providing for better utilization of parking space. This will take a little time and perhaps a little inconvenience, but then as we said before, in the long run, things will work out for the better.

WINNER OF VISITORS' SUGGESTION CONTEST ANNOUNCED

"The lady should be a safety inspector," was one of the comments of the Plant Suggestion Committee in announcing the winner of the Family Fiesta Day Visitors' Suggestion Contest. The lucky guest to receive the handsome and useful set of Plomb Tools was comely Mrs. Fred Munch.



M.B.P. and winner Mrs. Munch

The contest was restricted to visitors only. It was not announced previous to the day of the open house so that there would be no employee help prompting the suggestions.

Mrs. Munch's suggestion, chosen by the committee, was the recommendation that both of the wrist straps of the pull back guards on the trim presses could and should be used on the jobs which were being performed. The operators were using the straps only on the one hand normally going under the press. (Forge Dept. supervisors note!).

Mrs. Munch was very grateful for the handsome award, which friend husband was eying feverishly over her shoulder. Mrs. Munch's winning safety suggestion was, of course, only coincidental with the fact that Mr. Munch is the Safety Engineer of the Los Angeles Safety Council.

NEW GOVERNING BODY WILL ELECT OFFICERS TUESDAY

The greatest interest ever taken in a Plomb Employee Association Board election was expressed last Tuesday when 451 employees cast their ballots for their respective Department Representatives. Here is your Board for the coming fiscal year. Give them your support and they will serve you well.

Dave Messenger	.....Steel Crew
Earl Grim	.....Forge Shop
Nina Hansen	.....Machine Shop
Bob Bremer	.....Machine Shop
James Scullin	.....Grinding
Lou Stahl	.....Polish
Oliver Beckstrom	.....Metallurgy
Josephine McNichols	.....Inspection
Larry Maher	.....Forge Die
Joe Plumb	.....Tool & Die
Earl Wilbur	.....Maintenance
Eleanor Thompson	.....Production
Joan Johnson	.....Stockroom
Henry Manker	.....North Office
Dain Sturges	.....South Office

Special appreciation is extended to the retiring members: Pres. Kurt Apel, Frank Trapp, Johnny Cross, and Mildred Mountain, for the spirit with which they so graciously gave of their time and energy that Plomb people may have a more enjoyable place to work.

The first meeting of the new directors has been called by the outgoing president for next Tuesday afternoon at 4:10 P.M. The first order of business will be the election of officers.

The Board will then immediately plunge into plans for the ANNUAL PICNIC to be held probably the latter part of August.

Complete results of the election are posted on the bulletin board of the Credit Union. The Election Committee, consisting of Gordon Wilkinson, Anne Lavenberg, Edith Mullins, Dorothy Mogstad and Zanie Sewaya, is to be thanked for its efforts in gathering the ballots and tallying the votes.

News of Your Department



The Anvil Chorus

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INSPECTION DEPARTMENT

By Jo McNichols

Lake Elsinore (or is it Don's Boat) seems to have quite an attraction for members of the Inspection Dept. Bob Bell and family, Mary Brazil and family spent the weekend there. From the sunburn Bob and Mary acquired, I'd say a hot time was had by all.

Speaking of sunburn, Jud Everman strongly advises against working all day in the yard minus a shirt. Please don't pat him on the back for a few days.

Chuck Booth reported back to work this week after a very enjoyable vacation in Nevada.

Bess Salfrank is leaving Saturday morning for Corps Christi, Texas, to visit her son Joe who is in training in Uncle Sam's Navy.

COMMUNICATIONS DEPARTMENT

Norma Rowell Reporter

PAT SWANSON has come back to the mail room after a six months visit in the east. It is good to have her back.

VERNA returns from vacation looking well rested. She says there are lots of cigarettes and steaks in Spokane.

FORCE-DIE DEPT.

By Larry Maher

Why I am elected to write this is more than I know. Not very newsy anyway—think Carl ought to get a woman to work in our Department . . . good idea! Rejuvenation of the Die Shop is going along Slowly but Surely. Hope Maintenance men don't get any wild ideas about tool boxes—never know where to find mine next! Walter Kidwell is our new foreman on night shift, comes from Pittsburg, an N. A.E., he is crazy about "hosses" so guess he will fit in swell with the Ol Plomb Team. Glad to have you with us Kidwell. "Kid" Laughman always bragging about being a man—the army turned him down for the 3rd time Friday the 13th. Tony Rogers-berger jumps every time the phone rings — the wife is expecting. Take it easy Tony! Taylor always asking if he is getting any better looking — some day I am going to tell him. Leo Stegman is back with us again after going back East to work. Everybody is glad to have him back. The New Orleans Cowboy, Levi Adams, back from a week's vacation and all enjoyed his absence. Danton sure has a beautiful sun-tan. Watch out, ladies! Played golf with Earl Wilbur and Carl Malmquist Sunday. Played a dime a hole and nobody won anything—had nine carryovers. Carl and (new gloves) is making an honest effort to clean up the die shop which we all appreciate. Tommy Christ, just back from two weeks vacation—Tom is quite a poker player. We all enjoyed the letter from Bob Crist in Mindanao to his Dad. Guess Bob is seeing plenty of action. The boys were all glad to see Leonard Machado who came in for a visit Monday.

METALLURGICAL DEPARTMENT

F. J. Robbins, Director

E. R. SAGE of the Engineering Department has been ill for the past week. We hope to hear that he is well soon.

* * *

R. Griffith of the Engineering Department returned from his vacation this morning.

* * *

GENE HARRIS of the Heat Treat Department returned from his vacation this morning. He spent his vacation at home "just resting" and also enjoyed several trips to the beach.

* * *

The following of the Heat Treat Department are on vacation: OLIVER BECKSTROM and JOHN TUNNELL.

* * *

We are glad to see EARL EMERY, Raw Material Inspector, back again. He has been ill for the past week.

TOOL AND DIE DEPARTMENT

Tom Perry Reporting

Joe Plumb, our good looking 6' 2" Die maker put on a very strong campaign to represent the Tool & Die Department for the coming year in the Employee Activities Association. He made many promises to his fellow workers, among the few are: more gas stamps, more red points, etc. Like our President Truman, Joe is also from Missouri and will carry on the good work of Kurt Apel. Good luck, Joe.

PRODUCTION DEPT.

Lou's Views

Lucky George Carlson is spending a luxurious two weeks at Santa Cruz. All the breaks! . . . Eleanore Thompson and girl friends spent a week at Crestline a week ago, and Balboa played host to Ellie this past week . . . Bob Stortz has turned "Little Lord Fauntleroy" since turning over a new leaf—can there be a SHE influencing him? . . . S'good to see our Kardex Kween, Ada Epstein, back from an enjoyable vacation—and sporting a lovely tan; she is . . . Bertha Vigil adds her name to the many from Plomb who patronize that fine tailoring establishment—Murray's . . . Lotsa nice comments on the magnolias brought to work last week (by yours truly), but George Wiley insists they *stink*. "Love" that man! . . . Good to see C. Galbreath about the plant. It only looks natural for Charlie to be with us. All we need to complete the picture is Hope. Pleasant stay, C. G. . . . Jack Lansdown and Oliver Thure are the two new men in the Production Control Department—and good boys they are . . . Red as a beet—that's Edythe Mason, one of our Cost Posting girls. Too much sun, Eddie? . . .

DISTRIBUTION SERVICE DEPT.

Vacationing time seems to be prevalent around Plomb Tool Co. of late . . . with Bobbie Frambes and Connie Enriquez gone this week. Last week, the Mts. claimed quite a number of Plomb Tool employees including: Kay Lucien, Jo Finnie, Rae Nassar, Bob Harris, Pat Ryan, Eleanor Thompson, Wendell Crist and several others. Among some of the things of interest were: Bob Harris and his colored photography . . . Kay Lucien, being water-shy, especially when it was over her chin . . . and Rae Nassar picking a paddle board to do her falling . . . into the water! Also back from their vacations are: Inez Scalla of Order, Waldo Gee of Inventory, Lucille Behrendt of Traffic and Nita Hallmark of Stock-Room.

The Inventory Dept. displays a new brunette, who is taking Mildred Strobbe's place . . . none other than Rae Misel.

Traffic Dept. has acquired a new Office "girl"—who has been dubbed "Rowena."

HOW IS YOUR DEPARTMENT DOING ON SAFETY?

Safety is one of those intangible subjects that, unfortunately, is given the most attention after something serious happens. This, of course, is working the problem in reverse. Accident Prevention should be a constant effort, with emphasis placed on how you are doing before the serious injury occurs.

This can easily be done by watching the progress of the number of accidents occurring. In this way the emphasis is placed on the frequency of injuries rather than the seriousness. Thus, the problem can be attacked before the serious accident happens, and likely be prevented.

The Workmen's Safety Committee has been formulating such a plan at Plomb, which we now believe gives us something tangible to work with. The gauge we go by is based on Cases to the Doctor. This is used rather than First Aid Treatments as we do not wish to discourage, in any way, persons coming in to the Dispensary for minor treatments. A department's safety record is, thereby, determined by the number of Cases to the Doctor.

An important factor that must be considered, however, is that a large department, such as the Machine Shop, would be expected to have more cases than a smaller department such as the Grind. We, therefore, equalize the departments through dividing the Number of Cases by 100,000 hours worked. This not only equalizes the exposer of each department according to the number of employees, but considers extra hours worked as well.

This promulgation gives us what we term as an Injury Frequency Rate. Actually, the Injury Frequency Rate represents the number of Cases to the Doctor per 100,000 hours worked. This rate serves as a significant gauge as to the relative number of injuries regardless of fluctuation or the inequality in the number of employees.

Using this basis, then, we are able to report the Safety Records for the production departments to date this year as per table opposite.

To make this clearer: the example may be pointed out that the Forge Die Dept. had 9 cases to the Doctor in 33,997 hours worked. If they had continued on to 100,000 hours, with accidents at the same ratio, they would have had 26.4 cases to the Doctor. By the same token, the Machine Shop had 44 cases for 185,379 hours worked. Had they worked only 100,000 hours they would have presumably had only 23.7 injuries.

Now, it may be said that some departments by the nature of their work are not as hazardous as others. This contention is granted, so we award merit on the progress of a department in accident prevention rather than on their standing.

We have cooked up a little contest among the members of the Workmen's

Workmen's Safety Committee



Standing left to right: Anthony Jacobi, Forge; Dain Sturges, Safety Director; Herschell Carter, Tool and Die; Kenneth Holden, Polish; Ed Smolich, Maintenance; Michael Dugan, Machine. Seated: Ella Penland, Machine and Dora Weatherman, Burring. Kneeling: Dave Messenger. Unavailable were: Tom Christ, Forge Die; Joe Monarrez, Grind; and Clarence Emery, Heat Treat.

SAFETY RECORDS FOR FIRST HALF OF 1945

Department	Number of Cases To Doctor	Hours Worked	Injury Frequency Rates
METALLURGY	2	32,363	6.1
MISC. FACTORY	2	29,764	6.7
INSPECTION	5	52,008	9.6
STEEL CREW	2	17,080	11.8
TOOL & DIE	7	41,802	16.7
MAINTENANCE	14	70,909	19.7
POLISH	10	47,564	21.0
MACHINE SHOP	44	185,379	23.7
FORGE DIE	9	33,997	26.4
GRINDING	14	49,848	28.0
FORGE & WELD	29	86,483	33.5
PLANT	138	647,236	21.3

Injury Frequency Rate=Number of Cases to Doctor per 100,000 Hours Worked.

Safety Committee. We shall start with the above Frequency Rates as of the end of the first six months. A prize will be awarded each month to the member of the Safety Committee whose department's Frequency Rate for the month takes the biggest drop from the shown six months rate.

The results will be regularly published in the Anvil Chorus. If you do not quite catch on, follow these issues and you will soon see how it works. Cooperate with your Safety Committee representative. Help him win a prize, and you will be helping yourself more than anyone else.

"It pays to be careful."

ANNIVERSARY PINS

S. C. Miller

Office

MARY CHIN 2 yrs.

Factory

CARL MALMQUIST 9 yrs.

DAVID PATTERSON 9 yrs.

ROBT. W. BELL 6 yrs.

RICHARD DANTON 5 yrs.

KARL NARNEY 5 yrs.

LUTHER BOWLING 4 yrs.

ALFRED STARK 3 yrs.

JUD EVERMAN 2 yrs.

Chicago Plant

MAJOR EGLY 2 yrs.

BOWLING NEWS

The 1945 summer league officially ended Thursday, July 12. Team standings were published in last week's edition. Listed here are the prizes awarded and the team and individual winners. In addition to the prizes listed, each team received \$1.15 for each point won, to be divided among its players.

TEAM WINNERS—

1. Commandos\$28.00
2. Marauders\$17.50
3. Wood Cutters\$12.50

HIGH TEAM GAME

- Marauders (950)\$10.00

HIGH TEAM SERIES

- Commandos (2459)\$10.00

HIGH INDIVIDUAL GAME, MEN

- Joe Plumb (254)\$10.00

HIGH INDIVIDUAL GAME, WOMEN

- Nina Hansen (179)\$10.00

HIGH INDIVIDUAL SERIES, MEN

- Larry Maher (601)\$10.00

HIGH INDIVIDUAL SERIES, WOMEN

- K. Stahl (497)\$10.00

HIGH AVERAGE, MEN

- George Carlson (182)\$10.00

HIGH AVERAGE, WOMEN

- Fern Foster (145)\$10.00

According to league rules no person may win more than one of the special prizes. For this reason the winner of a prize may not actually be the highest one in that particular group, but due to someone else actually having high score in more than one group, must be regarded as winner.

Last night was sweepstakes night. Each player was on his own, battling for individual prizes. The results will be published next week.

Sign up now in victory lane for the winter league which will start August 30.

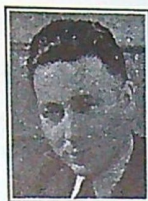
HAVE YOU GOT YOUR MAN AND CASH REWARD??

"We're still paying money for friends or relatives you may refer—and we still need those referrals badly. Be sure to fill out the introduction cards so that you will get credit for their hire."

WE NEED:

- | | |
|-----------------------|--------|
| Drop Hammer Operators | 4 |
| Drop Hammer Helpers | 1 |
| Forge Helpers | 3 |
| Die Sinkers | 2 |
| Machine Operators | 3 |
| Polishers |10 |
| Grinders | 5 |
| Dip Room Workers | 1 |
| Cutter Grinder | 1 |
| Tool Maker | 1 |
| Janitor | 1 |
| Laborer | 1 |
| Machine Repairman | 1 |
| Truck Driver | 1 |
| Tool Designer | 1 |

PRESIDENT'S Editorial



CLEANLINESS IS NEXT TO GODLINESS, BUT SAFETY IS A CLOSE SECOND

By
M.B.P.

As you know, the reconversion and post-war period ahead will be the most competitive period in our industrial history. Those companies that will be able to weather the readjustment elimination process and continue to pay good wages and profits will be those companies who are able to gain even the slightest advantage over their competitors. Every penny saved is a penny earned and will count in the terrific battle for the survival of the fittest.

Last year the total disability and medical expense claims against our Workmen's Compensation insurance was \$7,200. Our insurance rate is effected by our loss experience so this must actually be treated as a direct cost.

Further, it has been definitely established by the National Safety Council that, in addition to the direct loss, there are hidden costs amounting to at least four times the actual compensation claims. A few of these are losses due to resulting damaged material and equipment, machine layups, training of replacement employees, distraction of surrounding workers at scene of injury, and other consequent interruptions of production. Thus, it can be said, conservatively, that last year we wasted \$36,000 on industrial injuries.

This, then becomes a major burden expense problem. In our efforts to gain the advantage over our competitors this is one form of cost that can be greatly reduced without the slightest sacrifice upon our product. Loss from accidents is a pure form of waste!

The Drop Forging Association maintains that "All accidents are preventable by some means. In only a few cases is it humanly impossible or highly improbable to be able to foresee conditions sufficiently to apply the preventative."

Your management is willing to do everything practicable to afford you a safe place to work. Safety rules and suggestions, too, are for your protection. Your cooperation and caution will not only guard your physical being and individual earning power, but will benefit the future and security of the entire Plomb Team; and will increase your share in the Plomb Employees' Profit Sharing Fund.

TOOLERETTES—12 CONTINENTAL CAN—5

Bob Stortz

The Toolerettes, using a wage incentive swing style, waltzed to a slambang victory over Continental's Can-Can Cuties. Boy, revenge was sweet as the Toolerettes blasted out 10 hits for 12 runs off the pulchritudinous hurler for the Can-Can Girls.

Youse guys and gals that frequent the wrestling matches missed a free deal as body checks and a general slam-bang system was used as the propaganda needed to divide and conquer. Plomb's lead, coming down to the line of finish with two games of league play left looks mighty good with 4 wins and 0 defeats in the second half.

A few highlights were a triple play made by Continental with assists on the play to Waring and Stortz, Inez Resning's catch of a line drive on first and the sterling infield play. It was a game that really gave the fans something to holler about.

Our Toolerettes need only two more wins to cop both halves and cinch the Championship of the East L. A. Industrial League.



Linda Sturges

I wouldn't be pinch-hit editor of this paper for two weeks without running at least one picture of my kid—and this spot is my last chance. Come on home, Dick, you can have it back now!!

D. S.